Respecting Diversity

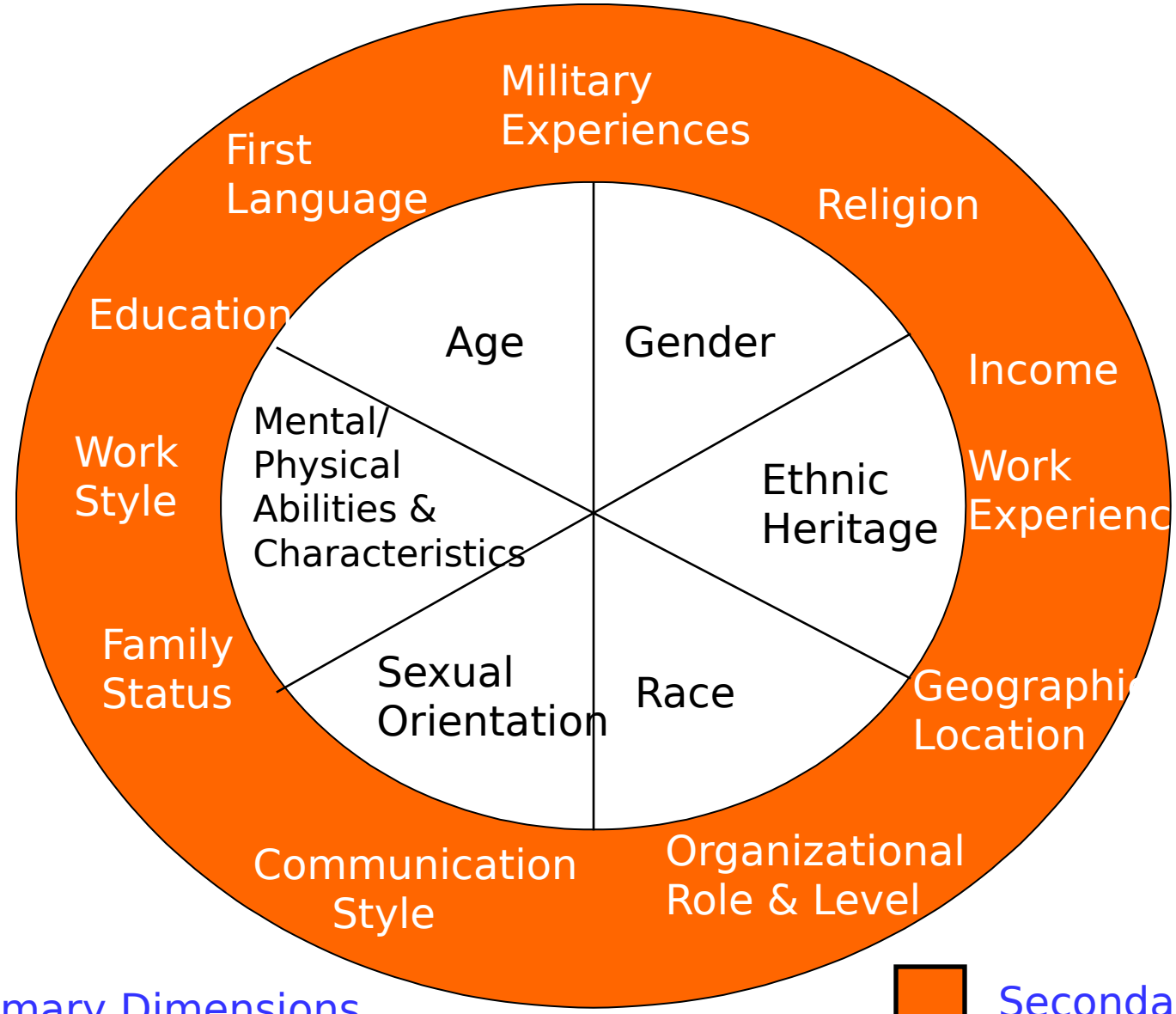
Great Plains Regional Medical Command, Fort Sam Houston, Texas

What is **Diversity?**

- The staff within our organization have many dimensions of diversity:
  - Race
  - Ethnic Heritage
  - Religion
  - Age
  - Gender
  - Family Status
  - Language
  - Work Style

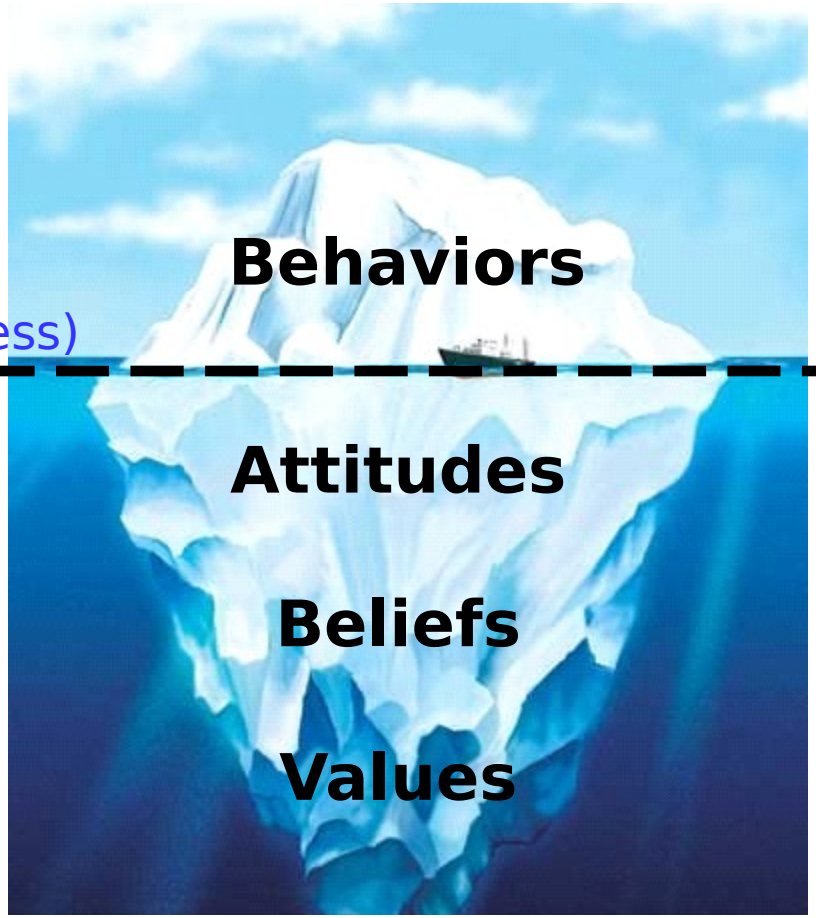
…Diversity is all the differences that define each of us as unic

The Diversity Wheel



Diverse Culture & Diverse Values

Diverse staff with **diverse personal**



(level of awareness)

Behavior is the visible reflection of our attitudes, beliefs, and values

What is below the Level of Awareness drives everythin

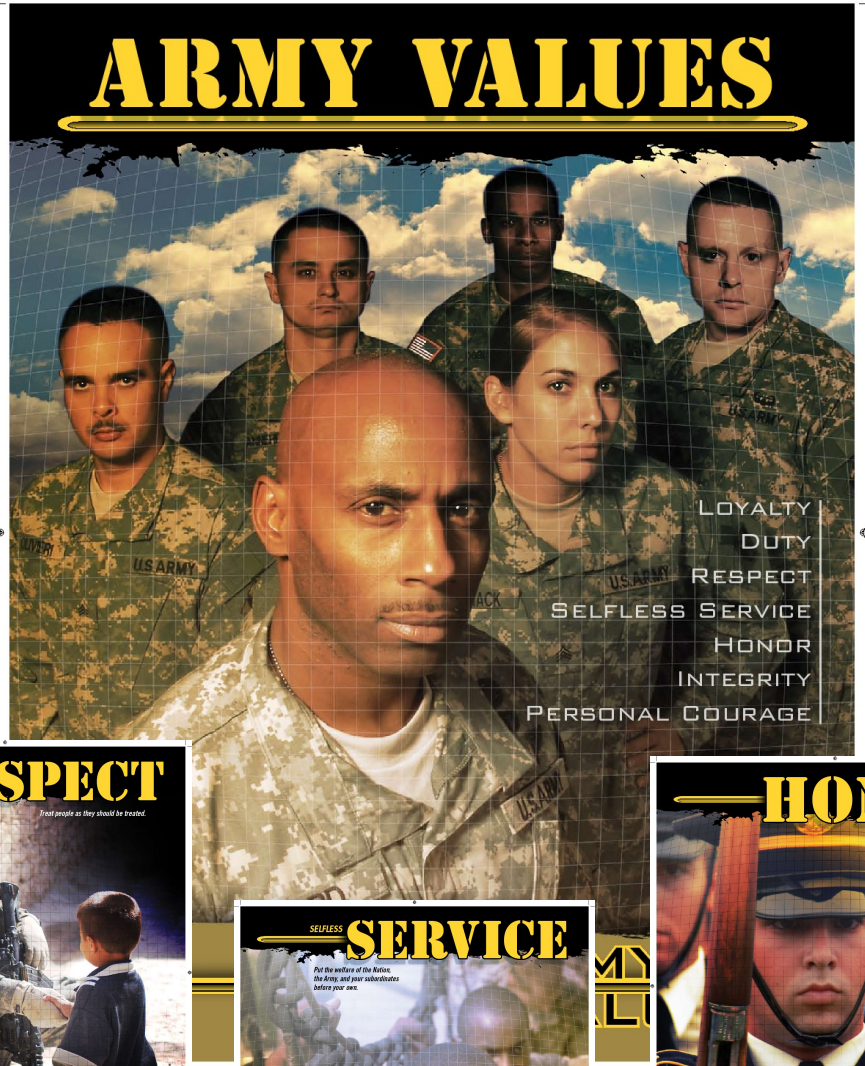
Excess baggage of **stereotypes**

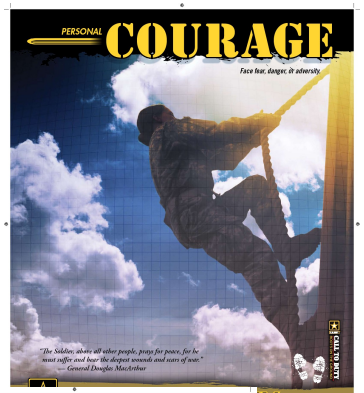
Stereotypes: *highly simplifie*
beliefs about group(s) that a
considered typical of all mem
of a specific group(s)

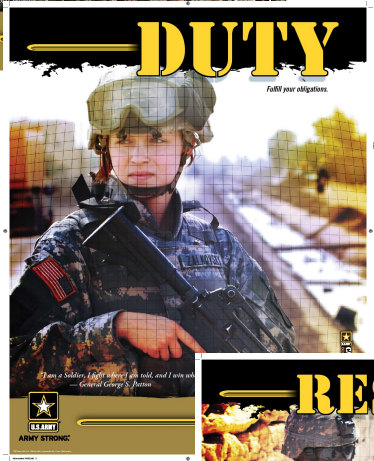
Limits one's ability to **see ot**
people for who they really a

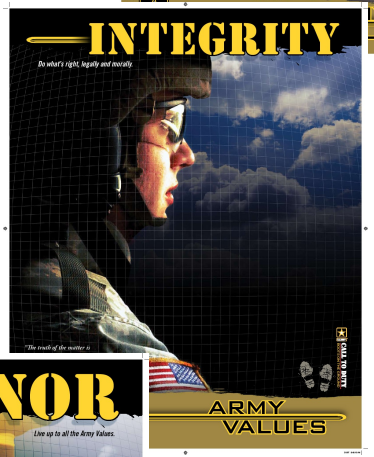
Once established, it's **hard**
to change opinions

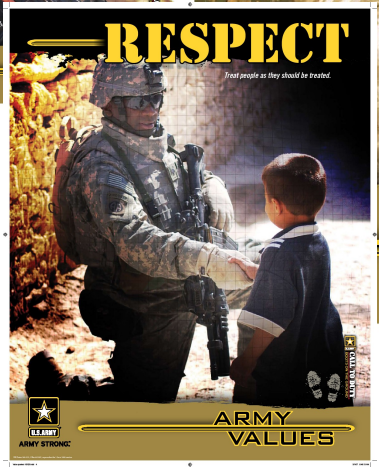
LOYALTY
Bear true faith and allegiance to the U.S. Constitution, the Army, your unit and other Soldiers.
ARMY STRONG.


ARMY VALUES
LOYALTY
DUTY
RESPECT
SELFLESS SERVICE
HONOR
INTEGRITY
PERSONAL COURAGE

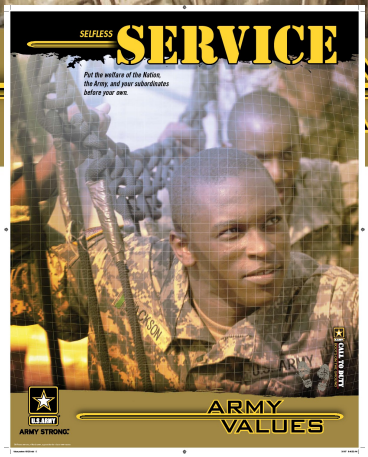

PERSONAL
COURAGE
Face fear, danger, or adversity.
ARMY STRONG.


DUTY
Fulfill your obligations.
ARMY STRONG.

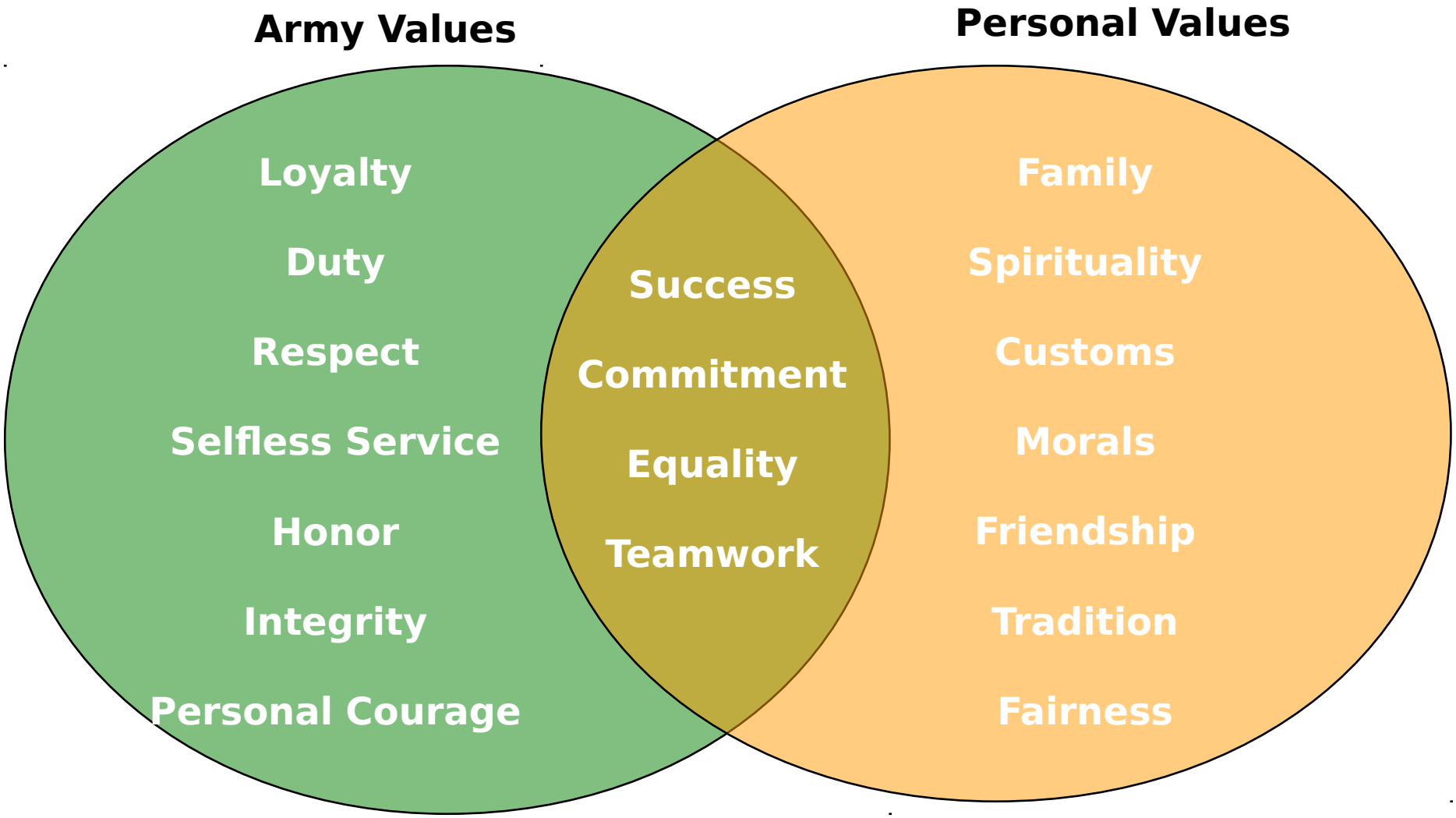

INTEGRITY
Do what's right, legally and morally.
ARMY VALUES


RESPECT
Treat people as they should be treated.
ARMY VALUES
ARMY STRONG.

HONOR
Live up to all the Army Values.
ARMY VALUES
ARMY STRONG.


SELFLESS
SERVICE
Put the welfare of the Nation, the Army, and your subordinates before your own.
ARMY VALUES
ARMY STRONG.

Army values and **personal** values



Developing **respect** for cultural diversity

Complying with laws and policies

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Valuing differences

- Comply with federal laws
- Comply with BAMC policies and procedures
- Treat everyone equally under the law

- Encourage individual differences
- Encourage sharing of diverse ideas
- Create an inclusive environment that welcomes all staff

Embrace the **differences**

For us to succeed, we must:

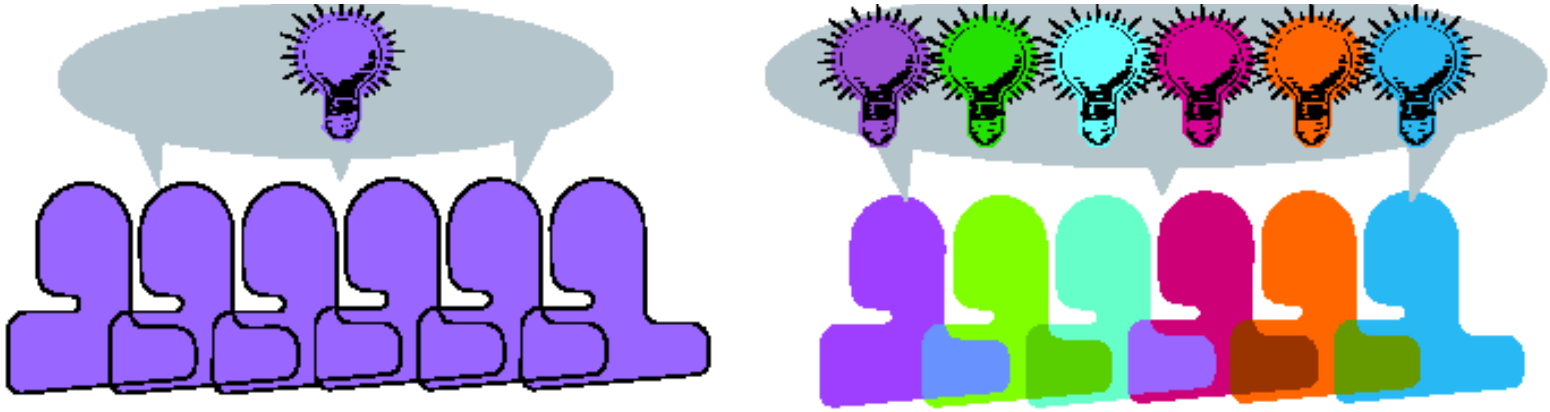
- create different ideas
- explore ideas in different ways
- Be ready to adapt these new ideas

We can successfully meet challenges with a work
that has **diverse backgrounds, diverse educa**
diverse interests, **and diverse abilities**.

Encourage **diverse** ideas

Ten diverse employees can generate more varied ideas than ten similar employees.

The key to improvement is to tap into the ideas of **all staff**.



Our diffeREnces make us great!

Inclusive team

- Energize one another
- Loyal and committed to the team
- Be flexible
- Build connections through personal involvement and trust
- Engage others to want to perform
- Recognize and celebrate individual/cultural differences
- Provide feedback to one another

Inclusive environment

- Solid **Army values** and a welcoming atmosphere
- **All approaches/ideas** are **welcome**
- Willingness to **embrace change**
- Personal values are **respected** – not judged or challenged
- Staff bring "**all of themselves**" to work
- Productivity is optimized

How is **our environment?**

Are you aware of others backgrounds and/or differences?

Can you balance **personal** and **Army values**?

Exercise

The Diversity Shuffle

http://www.amsa.org/div/shuffle.doc